



# Konstantinos Kaltsas

*Passionate about Technology and at the forefront of innovation.*

## About Me

Konstantinos brings over a decade of diverse experience in team management and product leadership. His career trajectory has equipped him with a well-rounded skill set, beginning as a Software Engineer and advancing through roles such as Principal Architect, Products Security Officer, and, most recently, Product Manager. In his professional journey, Konstantinos has demonstrated expertise and leadership across various domains, including digital transformation, application modernization, mobile technology, user experience, security, networking and more. His extensive experience makes him adept at managing teams and products effectively. Currently, Konstantinos serves as a Product Manager for Citrix NetScaler at Cloud Software Group, where he leads multiple products and collaborates with numerous Fortune Global 100 and 500 customers. He holds an MSc in Computer Science from the University of Ioannina and a Bachelor's degree from the University of Piraeus. Residing in Thessaloniki, Greece, Konstantinos is a dedicated husband and a proud father of two boys. In his personal time, he enjoys seaside walks, listening to blues music, and indulging in his passion for food, wine, and spirits.

## Experience

08/2021 – **Lead Product Manager, Citrix NetScaler, Cloud Software Group**

- Current
  - Portfolio: Cloud Native, Modern Apps, Automation, DevSecOps, Infrastructure as Code, Security, Open-Source, APIs, CLIs, NetScaler GUI, Virtualization.
  - Leadership & Strategy: Directing multiple cross-functional teams, defining products vision, strategy, and roadmaps in alignment with company goals. Defines KPIs, OKRs and participates on AOPs.
  - Product Development: Overseeing the entire product lifecycle, prioritizing features based on data and user feedback. Creates MRDs and PRDs, drives QBRs, PI Planning and Sprint Reviews and maintaining product backlog.
  - Stakeholder Engagement: Collaborating with marketing, sales and support teams, presenting product updates, and fostered key customer and partner relationships. Traveling internationally to meet customers and colleagues. Overseeing the Citrix Enterprise customers in DACH region.
  - Achievements: Launched multiple products and features, increased user engagement by 40% and revenue to reach annual OKRs.
  - Professional Affiliations: Hosted live sessions, delivered speeches to conferences, conducted training workshops and labs and wrote blogs, white-papers and more. Engaged with the open-source community and designed organization's open-source program.

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Date of birth: 20/04/1984 - Nationality: Greek

04/2017 – **Architect & Products Security Officer, Software and Product Development,**  
09/2021 *Netcompany-Intrasoft*

- Portfolio: Public & Private Sector solutions, Mobile (iOS / Android / Windows), Hybrid, Web, Micro-services, UX, Security, DevOps, R&D.
- Architecture & Design: Led the architectural design of numerous scalable, secure software systems, ensuring alignment with business goals and technical requirements and defined Architecture and Product Security standards for all Products.
- Technical Leadership: Guided and supervised all product teams, providing mentorship and establishing best practices in software development, security, user experience and accessibility. Evaluated and proposed tools, Software stack and Services to be used by Products and participated in meetings with vendors.
- Security Management: Developed and implemented comprehensive security protocols and policies to safeguard products. Established security software development life cycle processes & DevSecOps practices for Product Development. Introduced a new Product Security Maturity program and trained Security Champions in an Agile as Scale fashion.
- Stakeholder Collaboration: Worked with product managers, developers, and executives to integrate security features and architectural improvements into the product roadmap. Participated in Community of Practices and Center of Excellence to influence organisation-wide decisions. Worked close with account teams to drive technical discussions with public & private sector customers, respond to RFP/I/Qs and traveled internationally to meet customers and deliver workshops.
- Achievements: Spearheaded the development of numerous major software products, designed numerous frameworks (UI Framework, Security Framework, APIs framework, more) that are currently being used from all Products. Acted as Product Development and Architecture Lead for R&D products and released an H2020 project. Acted as Head of Mobile Product Development and released a mobile white-label Product.

11/2014 – **Product Development Lead, IQTaxi Inc.**

- 05/2017
- Portfolio: Mobile (iOS / Android / Windows), Hybrid, Windows Desktop Applications, Web, SaaS, Cloud, Products for Taxi service providers.
  - Technical Leadership: Led a team of software engineers in designing, developing, and deploying high-quality software solutions including Native, Hybrid, Web Apps and Embedded systems, ensuring adherence to best practices and coding standards.
  - Project Management: Managed the full software development lifecycle (SDLC) for multiple projects, from initial planning and requirements gathering to testing, deployment, and maintenance.
  - Team Development: Mentored and coached team members, fostering professional growth and creating a collaborative and high-performing engineering environment.
  - Stakeholder Collaboration: Worked closely with product managers, designers, and other stakeholders to align technical initiatives with business goals and customer needs.
  - Achievements: Successfully delivered major software projects on time and within budget, reaching company goals and resulting to customer satisfaction. Designed and Lead the integration of most Greek Taxi service providers under a single “taxi booking as a service” offering.

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- 2012 – **Software Engineering Lead, ARX.NET**
- 11/2014 – 08/2014
- Portfolio: Mobile (iOS / Android / Windows/Tizen), Web Applications.
  - Technical Leadership: Led a team of software engineers in designing, developing, and deploying high-quality software solutions including Native Mobile, Web Apps and Embedded systems, ensuring adherence to best practices and coding standards.
  - Project Management: Managed the full software development lifecycle (SDLC) for multiple projects, from initial planning and requirements gathering to testing, deployment, and maintenance.
  - Team Development: Mentored and coached team members, fostering professional growth and creating a collaborative and high-performing engineering environment.
  - Stakeholder Collaboration: Worked closely with product managers, designers, and other stakeholders to align technical initiatives with business goals and customer needs.
  - Achievements: Successfully delivered major software projects on time and within budget, reaching company goals and resulting to customer satisfaction. Designed and Lead the implementation of a SaaS offering for sending Location (and other criteria) based Push Notifications to Mobile Apps.
- 01/2013 – 08/2014 **University Professor's Assistant, University of Ioannina / Department of Computer Science**
- 2008 – 2009 **Computer Equipment Operator for Data Processing, Hellenic Air Force**
- 2007 – **Principal Architect, Consultant & Engineer, Freelance**
- Current
- Portfolio: Frequently working as a freelance technologist with private sector companies. Designed and Delivered various solutions including web, cloud, desktop, mobile, hybrid, smart devices, security, networking.
  - Offering Consulting services for digital transformation, application modernization, DevOps adoption and increasing security maturity.
- 2006 – 2008 **Computer Science Teacher, Freelance**
- 2006 – 2007 **Web Designer and Developer, Passarela Networks**
- Portfolio: Designed and developed Interactive Web Applications with Animations. Focused on establishing user experience and accessibility standards.

## Education

- 2011 – 2015 **MSc in Informatics, University of Ioannina / Department of Computer Science**
- 2009 – 2011 **Specialization in Dynamic Web Design and PHP-MySQL, Ethnicon Metsovion Polytechnion School of Electrical and Computer Engineering**
- 2001 – 2008 **BSc Degree in Informatics, University of Piraeus / Department of Informatics**

## Languages

Greek Mother tongue  
English Proficient

## Skills

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Strategic Thinking, Market Research, Data Analysis, Competitive Analysis, Go-to-Market Strategy, Sales Enablement, Product Lifecycle Management, Cross-functional Team Leadership, Agile Methodologies, Roadmap Development, Stakeholder Management, Problem Solving, Business Analysis, Technical Leadership, Technology Strategy, Product Positioning, Messaging Development & Brand Management, User Experience, Digital Transformation, Application Modernization, Automation, Observability, Cloud Native, Micro-services, SaaS, Networking, Architecture (Software, System, Solution, Enterprise), Security & Compliance, Secure Software Development, DevOps, Platform Engineering, Hybrid Multi-Cloud, Programming Languages (Java, .Net, C, C++, Objective-C, C, JavaScript, TypeScript, React, Angular, more), open-source, AI.

## Key Projects

NetScaler Automation Toolkit <https://github.com/netscaler/automation-toolkit>

NetScaler Next Generation APIs <https://developer-docs.netscaler.com/en-us/nextgen-api/getting-started-guide.html>

NetScaler Nitro APIs and CLIs <https://developer-docs.netscaler.com/en-us/>

NetScaler Cloud Native Solutions <https://docs.netscaler.com/en-us/citrix-adc/current-release/cloud-native-solution>

Netcompany-Intrasoft UI Framework

Netcompany-Intrasoft Authorization Framework

Netcompany-Intrasoft White-Label Mobile Product

Perseus (Social Security and Pensions) <https://perseus.intrasoft-intl.com/social-security-and-pensions>

Eskort (Compliance Solution) <https://compliance.intrasoft-intl.com/compliance/our-solution>

Icarus (Tax Administration) <https://icarus.intrasoft-intl.com/>

Ermis (Customs & Trade-Enablement) <https://ecustoms.intrasoft-intl.com/ecustoms>

SmartCLIDE H2020 R&D Project: <https://smartclide.eu/>

IQTaxi Passenger Apps <https://rb.gy/9jplrq>

IQTaxi Cloud <https://rb.gy/7zitu8>

IQTaxi Statistics <https://rb.gy/fqt6oa>

IQTaxi Finance <https://rb.gy/fqt6oa>

IQTaxi Web Booking <https://rb.gy/7tq0jb>

LocPush <https://locpush.tv>

AllAboutAris.com <https://apps.apple.com/gr/app/all-about-arid/id793926231>

Bancpost.ro custom CMS & Mobile Apps

liveSports (Cytamobile - Vodafone) <https://apps.apple.com/cy/app/livesports/id978587230>

SmartUp Catalog <https://smartupweb.com/>

Vodafone Explore Greece & Administration Portal

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